

Assembly Bill 978

Published
December 16, 1965.

CHAPTER 434

AN ACT to amend 16.105 (1m), (2) (b), (bx), (c) 1, 3, 4 and 5 and (e) 1 and 2, 16.22 (1), 16.32 (intro. par.) and (1) and 20.931 of the statutes, relating to civil service personnel management and the pay plan for civil service employes.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 16.105 (1m), (2) (b), (bx), (c) 1, 3, 4 and 5 and (e) 1 and 2 of the statutes are amended to read:

16.105 (1m) After consultation with the appointing authorities, the director shall allocate each position in the classified service to an appropriate class in the classification plan on the basis of its duties, authority and responsibilities. He shall likewise reallocate positions from class to class on the same basis whenever he finds such action to be warranted. *If a position is reallocated to a class having a lower salary range maximum than the incumbent's current rate of pay, the salary of the incumbent while employed in such position shall be adjusted in accordance with rules of the board so that such rate will be within the proper salary range within the period specified by such rules.* An establishment list shall be maintained by the director for each employing unit showing by classes the types and number of positions that have been established and maintained. The board after considering the recommendation of the director shall provide in its rules the procedure for establishing, discontinuing and abolishing positions.

(2) (b) Each such range shall provide for a minimum and a maximum rate of pay, and for intermediate salary steps to govern salary increases for meritorious service. The director shall not certify the salary of any person holding any such position or employment, unless such salary is at the minimum or maximum of such range, or is at an intermediate step within such range, or is increased within the authorized salary range in multiples of \$5; but this provision shall not prevent the payment of any added pay for added hours of work under rules of the board, which shall be considered separately from the basic salary rate of the employe, *nor shall it prevent payment of salary rates above the maximum as provided in sub. (1m).*

(bx) The director, with the approval of the joint committee on finance, or the board on government operations when the legislature is not in session, may establish a separate salary schedule for teachers reflecting length of service and professional training and otherwise having the same general provisions prevalent in schedules used in the public school system. The amount of individual salary adjustments and the frequency of adjustments shall be provided for in the teachers' salary schedule. The total amount to be budgeted and used for salary increases, however, shall be limited to an amount consistent with par. (e). The director may likewise establish a separate salary schedule for persons licensed to practice medicine reflecting professional training and experience in the field of medicine and recognizing specialization in this field. *The director may likewise establish a separate pay plan and salary schedule for the legal staff of the office of the attorney general. In like manner the director may establish a separate salary schedule for other persons eligible to*

practice law reflecting experience, expertise and specialization in the legal field.

(c) 1. The total of all such merit increases for any fiscal year shall not exceed 80 per cent of the amount ~~which would be required if every employe eligible for a merit increase were to receive an increase equal to one intermediate step or the portion thereof to reach the maximum in the range but if such 80 per cent is not an exact multiple of \$5 it shall be increased to the next higher \$5 multiple.~~ For the fiscal year beginning July 1, 1961, the amount shall be equal to 100 per cent of that required if every eligible employe were to receive an increase ~~equal to one intermediate step budgeted pursuant to par. (e).~~

3. No appointing officer shall award an employe ~~shall receive~~ a merit increase exceeding 2 intermediate steps ~~during the fiscal year.~~ Merit increase of 2 intermediate steps shall be granted by an appointing officer only for exceptionally meritorious service.

4. Not more than 10 per cent of the employes currently eligible to receive a merit increase in a given department shall receive increases amounting to as much as 2 intermediate steps to not more than 10% of the eligible employes in his department during the fiscal year, based on the total number of eligible employes on July 1. In computing the 10% limitation, any resulting fraction shall be rounded to the next higher unit.

5. No employe shall be eligible for a merit increase ~~on any July 1~~ if he has not then completed ~~his~~ the first 6 months of a probationary period established pursuant to s. 16.22 (1).

(e) 1. Eighty per cent of the amount which would be required if every employe eligible for a merit increase ~~during the budgetary period on July 1~~ were to receive an increase equal to one intermediate step or the portion thereof required to reach the maximum in the range; but if such 80% is not an exact multiple of \$5, it shall be increased to the next higher \$5 multiple.

2. The amount estimated to be required during ~~said~~ the budgetary period for the merit increases authorized by par. (d).

SECTION 2. 16.22 (1) of the statutes is amended to read:

16.22 (1) All original and all promotional appointments to permanent, *sessional* and seasonal positions in the classified service shall be for a probationary period of 6 months except as herein provided, but dismissal may be made at any time during such period; ~~provided that~~. A promotion or other change in job status within a department shall not affect the permanent status and rights previously acquired by an employe within such department. An employe demoted under the provisions of s. 16.24 (1) (a) shall not retain the permanent status previously acquired. Upon such dismissal, the appointing authority shall forthwith report to the director and to the employe removed his action and the reason therefor. No more than 3 employes shall be removed successively from the same position during their probationary periods without the approval of the director. The director may remove an employe during his probationary period if he finds, after giving notice and an opportunity to be heard, that such employe was appointed as a result of fraud or error. The director may authorize a longer probationary period not to exceed 2 years for any classification allocated to range 12 and above within the schedules for which increases are based solely on merit *and for teachers* if the duties of the position are such that a 6-month period does not provide the employe with exposure to the various responsibilities which are a part of the position or classification. Upon request by the appointing authority, the director may terminate the probationary period under such schedule prior to

the authorized extended probationary period but in no case before a 6-month probationary period has been served.

SECTION 3. 16.32 (intro. par.) and (1) of the statutes are amended to read:

16.32 (intro. par.) In order to establish a pool of young men and women with sound academic background, a strong desire to acquire knowledge and abilities, an aptitude for the public service and a strong interest in government employment from among the seniors and recent graduates of our institutions of higher learning education as well as from other sources, from which to draw for a variety of positions in which such background, aptitudes, interests and abilities provide a reasonable probability of success ~~of~~ on the job, the personnel board may by rule establish a broad classification of positions in which the following provisions shall supersede existing provisions regarding classification, compensation, certification and appointment.

(1) The board may, with the co-operation of the appointing officers, by rule establish a classification with corresponding compensation provisions and broad requirements from which a variety of positions could be filled, and for which a substantial number of college graduates with broad academic training would be eligible.

SECTION 4. 20.931 of the statutes is amended to read:

20.931 MERIT INCREASE. ~~It is the declared public policy that, consistent with s. 16.105 (2), it is the declared public policy that salaries of employes in the classified service, as defined in s. 16.08 (3), shall be increased from year to year, in recognition of consistent with good personnel management practices and to recognize and encourage meritorious service, until the maximum of the salary range for the position has been reached. Except as otherwise provided herein and in s. 16.105 (2) (d) such merit increases shall be made only at the beginning of a fiscal year. Appointing officers, as defined in ch. 16, shall on or before July 15 at such time after July 1 each year as specified by the director of personnel file with the director of personnel him and with the department of administration a list of employes showing their then existing salaries and their proposed new salaries. Subject to rules of the personnel board, if any employe terminates with a department during the fiscal year, the monthly amount of the merit increases may be allowed at other periods in the increase granted to him on July 1 of that fiscal year only upon approval of the personnel board and the board on government operations may be distributed by the appointing officer to other eligible employes in the department, in \$5 multiple amounts, the total monthly distribution of which shall not exceed the monthly increase granted to the terminated employe on July 1. This redistribution shall be subject to the limitations and requirements of the merit increase program under s. 16.105. No salary increase shall take effect unless the resulting salary is certifiable under s. 16.105. For the fiscal year beginning July 1, 1963, only, the July 15 filing date provided herein shall be extended by the department of administration to a date that is administratively practicable.~~

Approved December 7, 1965.